Bloomers on the washing line: The use of metaphor in EDI developments at **Hertfordshire DClinPsy**

Introduction

Collective consideration of our EDI endeavours included actions taken, spaces that have sprung up, and reflection on challenges in doing this work. The idiom of "airing our dirty laundry" was conjured when considering how to share recent developments whilst not shying away from things that were challenging or difficult in our ongoing EDI work.

We draw on metaphor to tell our story, referencing how this provides an oblique approach to topics that might otherwise feel too threatening, how symbolising experiences and discomfort that EDI discussions invariably provoke allows us to better tolerate them, and how engaging in creative dialogue builds on and alters a symbolic representation, mobilising active participation and collective creativity in group processes for creative resistance against oppressive systems.

Interpretive notes

Please use the metaphors below and on the image when interpreting the contents of this presentation.

Stains symbolise feelings and challenges that come with this work shame, fear, our own contexts and history around both having difficult conversations and experiences of marginalisation. They come from daily wear and tear and from getting into the work, grappling with the process. 'Stains' can make it hard to stay connected to each other, our values and intentions, and purposes. How do we live with the stains that don't wash away when we keep the same conversations on 'rinse and repeat'?

Patches on the bloomers symbolise times we got it wrong with each other and trainees. Decisions are made about whether to patch it up to hide the damage/brokenness, or being explicit about where we have got things wrong and where we have done some learning (personally or collectively). We ask, have we used the right stitch when patching things up? Does that mean holes and ruptures return? Sometimes it is about trial and error but doing this with

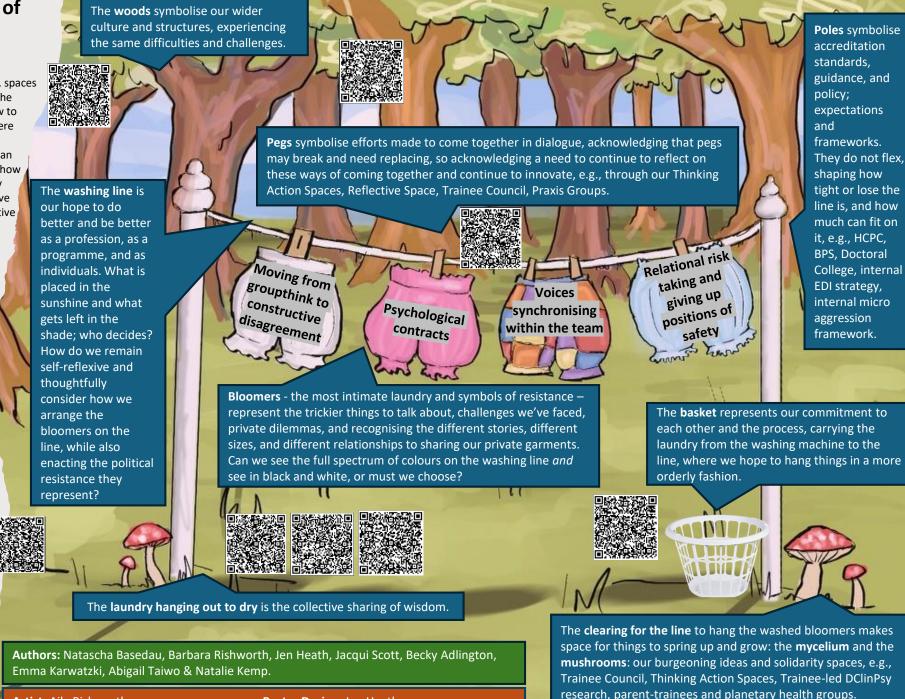
Key references reflecting recent research done to support the work:

Baig, O. (2024). How do trainees from Cohort 21 make sense together': Reflections from carrying out a programme of their Brave and Compassionate Spaces experiences? Ball, related project on decolonising research in clinical F. (2022). No conversation about us with us - evaluation of service user involvement in the DClinPsy programme, Capleton, P. (ongoing), Exploring the Intersectionality of Race, Culture and Social class on Black Trainees' Professional Identity Formation during Clinical Psychology Training. Comerford, J. (2024). How do mothers Learning. Nersey, N. (ongoing). How is Harm Socially experience doctoral level training in clinical psychology in the Reproduced in Clinical Psychology: Racial Capitalism, UK? Dunira, A. (2024). Exploring Black Trainees' experiences Carcerality and Psychological Safety. Parikh, T. (ongoing) of reflective practice spaces during clinical psychology training, Esterhuizen, J. (ongoing), Examining Whiteness in anti-racism work. Francis, D. (2022). Racial equity and decolonisation within the DClinPsy: How far have we come and where are we going? Hussain, S. (2024). Exploring conflict and repair within UH Doctorate of Clinical Psychology Learning Experiences. Thakkar, S. (2022). Selection trainee-spaces. Hussain, S. (ongoing). The concept of the

soul, anarchism, and abolition in envisioning holistic care.

psychology: A qualitative exploration of trainee and staff perspectives. Katsampa, D. (2023). 'Striving and thriving psychology. Mooneapillay, E. (ongoing). Navigating n health as a parent-trainee on the Clinical Psychology Doctorate Course, Mountford, M. (2023), Dilemmas of sel Psychologists' Use of Self-Disclosure in Problem-Based Experiences of Social Justice on DClinPsy training, Patel, S S. (2022). Evaluation of the diversity of DClinPsy selection panels. Saini, G. (2023). PBL and me: How Racially Procedures: Contextual Admissions. Zambakides, H (ongoing). The experience of moral injury in mental health clinicians with lived experience of systemic injustice

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